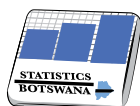


Formal Sector Employment Survey JUNE 2018



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Preface

This Stats Brief presents formal sector employment figures during the month of June 2018. The information for this brief is collected quarterly from business establishments through a mailed questionnaire. The brief also presents average earning or wages for all establishments in Government, Parastatals and the Private sector.

The brief shows that overall, formal sector employment increased by 0.6 percent between March 2018 and June 2018 with Central Government recording the highest increase of 1.6 percent, followed by Parastatal and Local Government with 0.4 percent each. The increase in Local Government was mainly prompted by the increase in employment of the Ipelegeng Programme, recording an increase of 0.5 percent.

On the other hand, Finance sector had recorded an increase in employment of 1.4 percent between the two quarters, followed by Agriculture and Mining with 1.2 percent and 0.9 percent respectively. Employee earnings increased from P6,211 in March 2018 to P 6,430 in June 2018, which is an increase of 3.5 percent.

We hope stakeholders find this brief helpful in informing their periodic planning and policy formulation. The brief owes a lot to the business establishments who continue to respond to our questionnaire on employment and employee remuneration. However, Statistics Botswana continues to face serious challenges of some business establishments not responding to the questionnaire thereby, soliciting rigorous and costly follow ups. The non-response may also compromise the accuracy of the figures generated and consequently the decisions based on those figures.

Business entities are, therefore, encouraged to report their employment figures quarterly to enable Statistics Botswana to provide information that will guide informed decision making at all levels.

Thank you



Dr. Burton Mguni
Statistician General
December 2018

1. INTRODUCTION

This Stats Brief presents results of the June 2018 Formal Sector Employment Survey. The results give summary estimates of formal sector employment, monthly average cash earnings, and minimum hourly wage rates as well as estimates for the Ipelegeng Programme.

2. EMPLOYMENT

Table 1 compares formal sector employment for June 2018 and March 2018. The table shows that overall employment increased by 0.6 percent (2494 persons) from 410, 692 persons in March 2018 to 413,186 persons in June 2018. Central Government recorded the highest growth in employment of 1.6 percent, followed by Parastatal and Local Government with 0.4 percent each. Private recorded an increase in employment of 0.2 percent.

In June 2018, a total of 11,392 (2.8 percent) employees were non-citizens. Out of this total, Private and Parastatal sectors recorded 10,404 employees. Construction industry was the major employer of non-citizens (22.1 percent), followed by Education and Manufacturing industries with 16.1 percent each. See **tables 1** and **2**.

Table 3 shows estimated number of employees by economic activity/sector for June 2018. A total of 413,186 employees were recorded, of which 203,559 (49.3 percent) were males while 209,643 (50.7 percent) were females.

3. WAGES/EARNINGS

This section presents the estimated monthly average cash earning for employees in formal sector. Monthly average earnings were P6,085 for citizens, P18,592 for non-citizen and P6,430 for all employees as at end of June 2018. There was an increase of 3.5 percent in monthly average earnings for all employees from March 2018 (P6,211) to June 2018 (P6,430). See **table 5**.

Minimum hourly wage rates in Thebe per hour from April 2009 to November 2017 for Private and Parastatal sectors only, are presented in **Table 7**. The table shows that the Minimum hourly rate soared by 52 percent between 2009 and 2017 from 380 thebe to 579 thebe respectively. According to **table 7**, the minimum hourly wage rates have been climbing over the above mentioned years except for 2009 to 2011, where the rates remained the same for three (3) years.

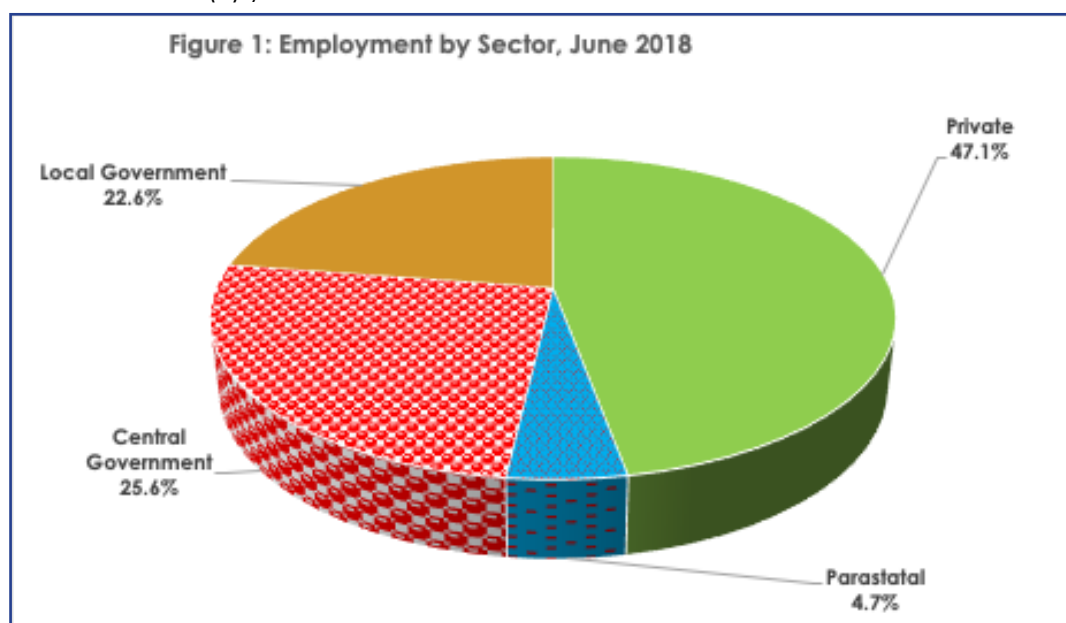


Figure 1 shows June 2018 formal employment by sector. Private sector had the largest share (47.1 percent), followed by Central Government with 25.6 percent. Local Government and Parastatal recorded 22.6 percent and 4.7 percent respectively.

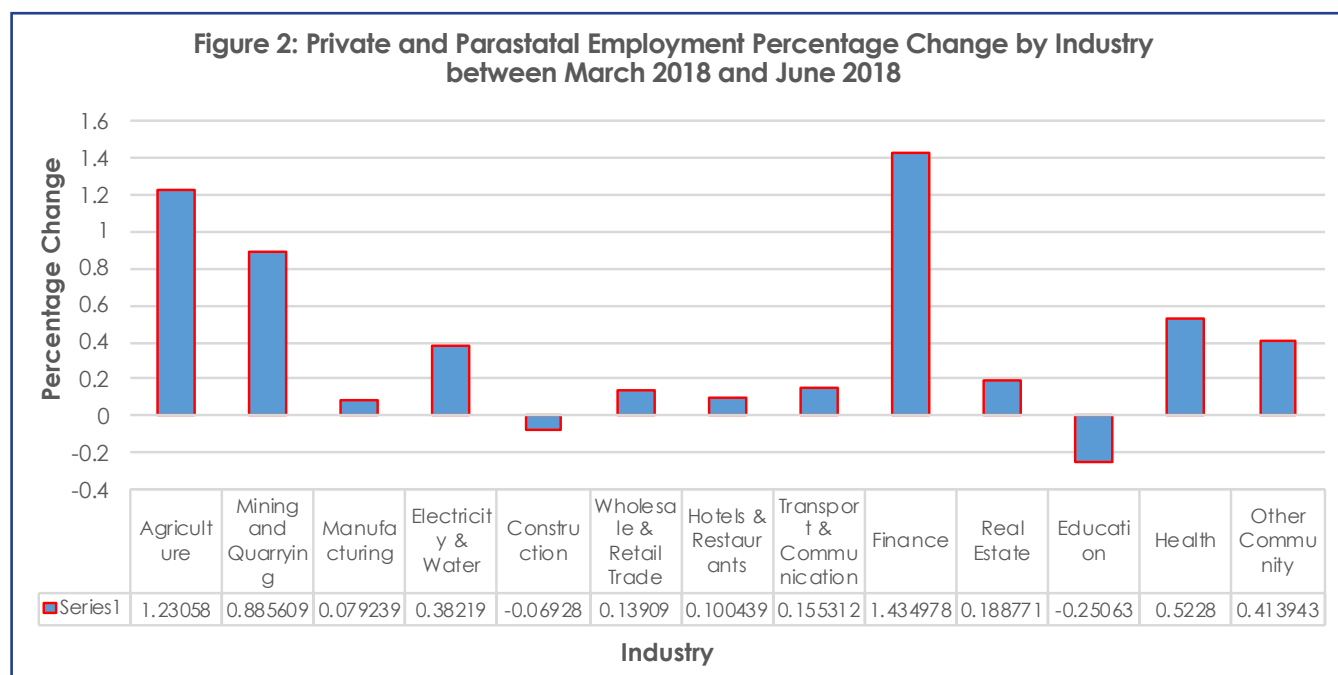


Figure 2 above shows percentage changes for Private and Parastatal Employment by industry between June 2018 and March 2018. Most industries were almost constant in terms of employment increment, except for one industry which recorded a significant increase, being Finance recording 1.4 percent increment in employment, followed by Agriculture and Mining & Quarrying recording 1.2 percent and 0.9 percent respectively. Education and Construction industry recorded a decline in employment with 0.3 percent and 0.1 percent respectively.

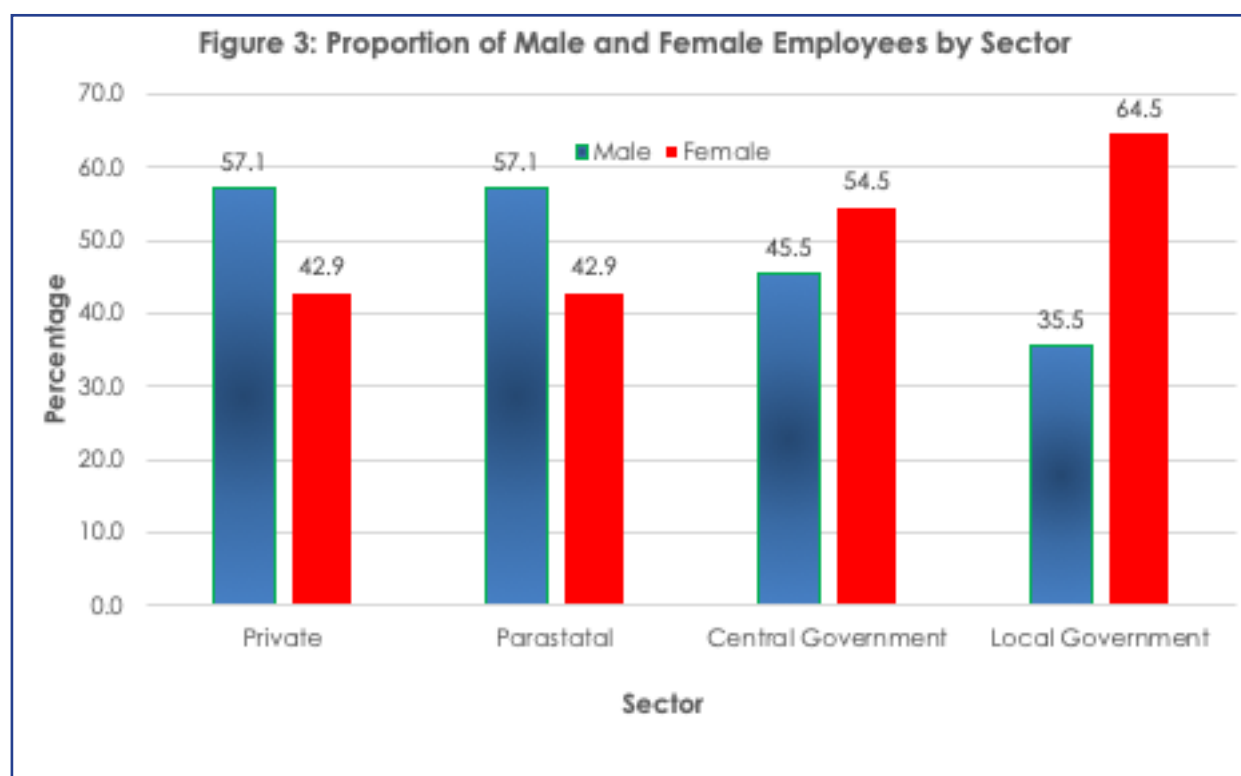


Figure 3 displays proportion of male and female employees by sector. The figure shows that males dominated their female counterparts in Private and Parastatal sectors with 57.1 percent each. Males constituted 45.5 percent for Central Government and 35.5 percent for Local Government. Female employees were higher in Local Government (64.5 percent), followed by those in Central Government (54.5 percent).

Table 1: Estimated Number of Paid Employees by Economic Activity, Citizenship and Sex, June 2018 and March 2018

Sector/ Economic Activity	June 2018									March 2018	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	3,267	2,775	6,041	491	49	540	3,758	2,824	6,581	6,501	1.2
Mining and Quarrying	6,857	1,213	8,070	115	17	132	6,972	1,230	8,202	8,130	0.9
Manufacturing	20,575	15,477	36,052	1,449	389	1,838	22,024	15,866	37,890	37,860	0.1
Electricity & Water	3,734	1,483	5,216	16	21	37	3,750	1,504	5,253	5,233	0.4
Construction	15,595	4,973	20,567	1,848	664	2,512	17,443	5,637	23,079	23,095	-0.1
Wholesale & Retail Trade	27,247	23,037	50,274	1,365	199	1,563	28,612	23,236	51,837	51,765	0.1
Hotels & Restaurants	6,691	11,797	18,488	303	145	448	6,994	11,942	18,936	18,917	0.1
Transport & Communication	8,237	5,435	13,672	344	171	515	8,581	5,606	14,187	14,165	0.2
Finance	3,217	5,728	8,945	88	15	103	3,305	5,743	9,048	8,920	1.4
Real Estate	13,720	6,551	20,270	314	116	429	14,034	6,667	20,699	20,660	0.2
Education	3,334	5,182	8,516	919	913	1,832	4,253	6,095	10,348	10,374	-0.3
Health	760	2,350	3,110	166	184	351	926	2,534	3,461	3,443	0.5
Other Community	1,668	2,837	4,505	43	62	104	1,711	2,899	4,609	4,590	0.4
Private and Parastatal	114,902	88,838	203,726	7,461	2,945	10,404	122,363	91,783	214,130	213,653	0.2
Private	104,052	80,522	184,560	7,131	2,875	10,004	111,183	83,397	194,564	194,162	0.2
Parastatal	10,850	8,316	19,166	330	70	400	11,180	8,386	19,566	19,491	0.4
Central Government	47,510	57,344	104,854	604	316	920	48,114	57,660	105,774	47,510	0.6
Local Government	33,025	60,189	93,215	57	10	68	33,082	60,200	93,282	92,902	0.4
Ipelegeng	21,438	46,801	68,239	-	-	-	21,438	46,801	68,239	67,921	0.5
Local Gov. Excl. Ipelegeng	11,587	13,388	24,976	57	10	68	11,644	13,399	25,043	24,981	0.2
All Sectors excl. Ipelegeng Programme employees	173,999	159,570	333,556	8,122	3,271	11,392	182,121	162,842	344,947	342,771	0.6

Table 2: Estimated Percentage Distribution of Paid Employees by Economic Activity/ Sector, June 2018 and March 2018

Sector/ Economic Activity	June 2018									March 2018
	Citizens			Non-Citizens			All Employees			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	1.7	1.3	1.5	6.0	1.5	4.7	1.8	1.3	1.6	1.6
Mining and Quarrying	3.5	0.6	2.0	1.4	0.5	1.2	3.4	0.6	2.0	2.0
Manufacturing	10.5	7.5	9.0	17.8	11.9	16.1	10.8	7.6	9.2	9.2
Electricity & Water	1.9	0.7	1.3	0.2	0.6	0.3	1.8	0.7	1.3	1.3
Construction	8.0	2.4	5.1	22.8	20.3	22.1	8.6	2.7	5.6	5.6
Wholesale & Retail Trade	13.9	11.2	12.5	16.8	6.1	13.7	14.1	11.1	12.5	12.6
Hotels & Restaurants	3.4	5.7	4.6	3.7	4.4	3.9	3.4	5.7	4.6	4.6
Transport & Communication	4.2	2.6	3.4	4.2	5.2	4.5	4.2	2.7	3.4	3.4
Finance	1.6	2.8	2.2	1.1	0.5	0.9	1.6	2.7	2.2	2.2
Real Estate	7.0	3.2	5.0	3.9	3.5	3.8	6.9	3.2	5.0	5.0
Education	1.7	2.5	2.1	11.3	27.9	16.1	2.1	2.9	2.5	2.5
Health	0.4	1.1	0.8	2.0	5.6	3.1	0.5	1.2	0.8	0.8
Other Community	0.9	1.4	1.1	0.5	1.9	0.9	0.8	1.4	1.1	1.1
Private and Parastatal	58.8	43.0	50.7	91.9	90.0	91.3	60.1	43.8	51.8	52.0
Private	53.2	39.0	45.9	87.8	87.9	87.8	54.6	39.8	47.1	47.3
Parastatal	5.6	4.0	4.8	4.1	2.1	3.5	5.5	4.0	4.7	4.7
Central Government	24.3	27.8	26.1	7.4	9.7	8.1	23.6	27.5	25.6	25.4
Local Government	16.9	29.2	23.2	0.7	0.3	0.6	16.3	28.7	22.6	22.6
Ipelegeng Program	11.0	22.7	17.0	-	-	-	10.5	22.3	16.5	16.5
Local Gov. Excl. Ipelegeng	5.9	6.5	6.2	0.7	0.3	0.6	5.7	6.4	6.1	6.1
All Sectors excl. Ipelegeng Programme employees	89.0	77.3	83.0	100.0	100.0	100.0	89.5	77.7	83.5	83.5
All Sectors	100	100	100	100	100	100	100	100	100	100

Table 3: Estimated Number of Paid Employees by Economic Activity/Sector, June 2018

Sector/ Economic Activity	All Employees			Percentage (%)		
	Male	Female	Total	Male	Female	Total
Agriculture	3,758	2,824	6,581	57.1	42.9	100
Mining and Quarrying	6,972	1,230	8,202	85.0	15.0	100
Manufacturing	22,024	15,866	37,890	58.1	41.9	100
Electricity & Water	3,750	1,504	5,253	71.4	28.6	100
Construction	17,443	5,637	23,079	75.6	24.4	100
Wholesale & Retail Trade	28,612	23,236	51,837	55.2	44.8	100
Hotels & Restaurants	6,994	11,942	18,936	36.9	63.1	100
Transport & Communication	8,581	5,606	14,187	60.5	39.5	100
Finance	3,305	5,743	9,048	36.5	63.5	100
Real Estate	14,034	6,667	20,699	67.8	32.2	100
Education	4,253	6,095	10,348	41.1	58.9	100
Health	926	2,534	3,461	26.8	73.2	100
Other Community	1,711	2,899	4,609	37.1	62.9	100
Private and Parastatal	122,363	91,783	214,130	57.1	42.9	100
Private	111,183	83,397	194,564	57.1	42.9	100
Parastatal	11,180	8,386	19,566	57.1	42.9	100
Central Government	48,114	57,660	105,774	45.5	54.5	100
Local Government	33,082	60,200	93,282	35.5	64.5	100
Ipelegeng Program	21,438	46,801	68,239	31.4	68.6	100
Local Gov. Excl. Ipelegeng	11,644	13,399	25,043	46.5	53.5	100
All Sectors excl. Ipelegeng	182,121	162,842	344,947	52.8	47.2	100
All Sectors	203,559	209,643	413,186	49.3	50.7	100

Table 4: Estimated Number of Paid Employees by Economic Activity/Sector, September 2015 – June 2018

Sector/Economic Activity	Sept 2015	Mar 2016	Jun 2016	Sept 2016	Dec 2016	Mar 2017	Jun 2017	Sept 2017	Dec 2017	Mar 2018	Jun 2018
Agriculture	6,637	6,543	6,517	6,545	6,397	6,464	6,560	6,506	6,437	6,501	6,581
Mining & Quarrying	12,773	12,477	12,324	12,372	9,128	8,115	8,102	8,019	8,002	8,130	8,202
Manufacturing	37,316	37,562	37,726	37,797	37,991	38,074	37,681	37,877	37,826	37,860	37,890
Water & Electricity	4,752	4,811	5,019	5,071	5,107	5,180	5,197	5,116	5,181	5,233	5,253
Construction	22,877	23,346	23,808	24,037	24,145	24,092	23,652	23,396	23,074	23,095	23,079
Wholesale & Retail Trade	48,906	49,816	50,408	50,717	50,765	50,865	50,988	51,378	51,593	51,765	51,837
Hotels & Restaurants	17,894	18,164	18,522	18,598	18,670	18,730	18,790	18,873	18,984	18,917	18,936
Transport & Communication	13,457	1,3681	13,903	13,872	13,896	13,959	14,019	14,086	14,181	14,165	14,187
Financial Intermediaries	9,082	9,092	8,660	8,687	8,624	8,683	8,703	8,788	8,875	8,920	9,048
Real Estate	19,516	20,244	20,484	20,585	20,642	20,658	20,676	20,631	20,697	20,660	20,699
Education	10,181	10,160	10,184	10,274	10,211	10,265	10,278	10,353	10,338	10,374	10,348
Health & Social work	3,131	3,169	3,207	3,219	3,241	3,300	3,342	3,373	3,423	3,443	3,461
Other Community Services	4,373	4,395	4,461	4,434	4,459	4,511	4,528	4,553	4,578	4,590	4,609
Private & Parastatal	210,895	213,459	215,223	216,211	213,210	212,896	212,516	212,949	213,189	213,653	214,130
Private	191,484	193,46	195,747	197,107	194,202	193,582	192,937	193,480	193,745	194,162	194,564
Parastatal	19,411	19,999	19,476	19,101	19,008	19,314	19,579	19,469	19,444	19,491	19,566
Central Government	104,349	102,160	102,843	103,696	104,598	104,314	103,682	104,062	104,082	104,137	105,774
Local Government	88,437	88,799	89,416	89,031	89,174	88,600	88,359	92,198	93,058	92,902	93,282
Ipelegeng Program	62,566	64,222	64,722	64,448	64,555	63,836	63,521	67,310	68,131	67,921	68,239
Local Gov. Excl. Ipelegeng	25,871	24,577	24,694	24,583	24,618	24,764	24,838	24,888	24,927	24,981	25,043
All Sectors	403,681	404,387	407,482	408,938	406,982	405,810	404,557	409,184	410,329	410,692	413,186

Table 5: Estimated Monthly Average Cash Earnings by Economic Activity, Citizenship and Sex, June 2018 and March 2018

Sector/ Economic Activity	June 2018									March 2018	% Change
	Citizens			Non-Citizens			All Employees			Total	
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Agriculture	1,794	1,708	1,755	3,727	4,251	3,774	2,047	1,752	1,921	1,908	0.7
Mining and Quarrying	17,107	20,608	17,634	58,599	45,869	56,959	17,792	20,957	18,267	17,234	6.0
Manufacturing	5,718	4,240	5,084	19,113	10,626	17,316	6,600	4,397	5,677	5,531	2.6
Electricity & Water	11,747	12,584	11,988	31,554	10,309	19,496	11,832	12,553	12,041	11,891	1.3
Construction	4,054	4,140	4,075	17,432	5,493	14,276	5,472	4,299	5,186	5,188	0.0
Wholesale & Retail Trade	4,217	3,312	3,822	23,022	13,883	22,730	5,114	3,402	4,392	4,209	4.4
Hotels & Restaurants	3,273	2,633	3,146	14,123	14,994	14,405	3,743	2,784	3,412	3,299	3.4
Transport & Communication	9,389	7,664	8,703	15,342	16,607	15,762	9,627	7,936	8,959	9,245	-3.1
Finance	18,853	15,808	16,900	48,852	44,405	48,204	19,652	15,883	17,256	16,324	5.7
Real Estate	6,061	8,273	6,776	53,781	20,450	44,894	7,129	8,485	7,566	7,241	4.5
Education	10,166	6,994	8,236	19,014	14,215	16,622	12,077	8,076	9,720	9,658	0.6
Health	10,669	7,083	7,959	34,908	26,203	30,245	15,014	8,471	10,219	9,435	8.3
Other Community	5,967	2,890	4,029	14,489	9,966	11,932	6,181	3,041	4,207	3,927	7.1
Private and Parastatal	6,595	5,510	6,152	20,780	12,977	18,704	7,460	5,749	6,762	6,558	3.1
Private	5,664	4,528	5,202	20,636	12,889	18,548	6,624	4,816	5,888	5,790	1.7
Parastatal	15,530	15,018	15,308	23,902	16,609	22,625	15,777	15,031	15,457	14,209	8.8
Central Government	9,292	10,012	9,686	18,639	15,319	17,498	9,409	10,041	9,754	9,372	4.1
Local Government	2,480	1,563	1,888	16,433	14,785	16,178	2,504	1,566	1,898	1,871	1.4
Ipelegeng Program	567	567	567	567	567	567	567	567	567	567	0.0
Local Gov. Excl. Ipelegeng	6,019	5,046	5,497	16,433	14,785	16,178	6,070	5,053	5,526	5,418	2.0
All Sectors excl. Ipelegeng Programme employees	7,293	7,089	7,214	20,590	13,209	18,592	7,886	7,212	7,590	7,330	3.5
All Sectors	6,555	5,610	6,085	20,590	13,209	18,592	7,115	5,728	6,430	6,211	3.5

Table 6: Estimated Monthly Average Cash Earnings by Economic Activity/Sector, September 2014 – June 2018

Sector/ Economic Activity	Sept 2014	Sept 2015	Mar 2016	Jun 2016	Sept 2016	Dec 2016	Mar 2017	Jun 2017	Sept 2017	Dec 2017	Mar 2018	June 2018
Agriculture	1,333	1,285	1,246	1,223	1,548	1,236	1,510	1,443	1,597	1,994	1,908	1,921
Mining & Quarrying	11,893	11,081	11,839	12,051	12,094	15,700	17,675	16,624	15,750	17,666	17,234	18,267
Manufacturing	3,873	3,955	4,500	4,724	4,635	5,408	5,186	5,256	5,520	5,908	5,531	5,677
Water & Electricity	10,802	11,649	12,015	12,190	12,021	12,560	11,744	11,226	11,472	11,328	11,891	12,041
Construction	4,230	3,635	3,729	4,160	3,895	3,900	5,001	5,106	4,623	5,108	5,188	5,186
Wholesale & Retail	4,332	4,004	3,671	4,030	3,734	4,559	4,368	4,214	4,026	4,005	4,209	4,392
Hotels & Restaurants	2,218	2,415	2,599	2,849	2,514	3,071	3,225	2,920	3,050	3,294	3,299	3,412
Transport & Communication	7,860	8,024	9,187	9,876	9,608	9,994	9,330	9,128	9,232	9,439	9,245	8,959
Financial Intermediaries	13,984	13,950	14,524	15,310	15,815	16,383	16,729	16,757	17,176	16,349	16,324	17,256
Real Estate	6,072	6,133	5,885	6,361	6,373	6,819	6,718	6,634	7,018	7,599	7,241	7,566
Education	9,554	10,134	9,995	9,457	8,667	7,677	8,628	8,960	8,792	9,011	9,658	9,720
Health & Social work	8,875	9,052	9,075	8,563	8,192	8,221	9,581	8,934	9,040	9,829	9,435	10,219
Other community services	3,959	3,709	3,581	3,163	3,269	3,289	4,358	4,543	4,545	3,453	3,927	4,207
Private & Parastatal	5,676	5,840	5,728	5,912	5,833	6,303	6,429	6,327	6,316	6,577	6,558	6,762
Private	4,994	4,788	4,812	5,149	5,220	5,699	5,554	5,379	5,374	5,745	5,790	5,888
Parastatal	12,622	12,972	13,862	13,576	12,166	12,478	14,956	15,670	15,563	14,868	14,209	15,457
Central Government	7,381	7,626	8,509	8,744	8,732	8,703	8,704	9,011	9,356	9,364	9,372	9,754
Local Government	1,616	1,742	1,690	1,693	1,765	1,717	1,819	1,920	1,868	1,867	1,871	1,898
Ipelegeng Program	520	540	540	540	540	540	540	567	567	567	567	567
Local Gov. Excl. Ipelegeng	4,371	4,648	4,695	4,714	4,997	4,802	5,114	5,379	5,383	5,421	5,418	5,526
All Sectors	5,213	5,403	5,544	5,701	5,684	5,916	6,007	6,052	6,088	6,216	6,211	6,430

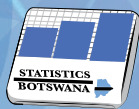
Table 7: Minimum Hourly Wage Rates (Thebe)

Private and Parastatals	April 2009	April 2010	April 2011	April 2012	June 2013	June 2014	July 2015	June 2016	November 2017
Building, Construction, Exploration and Quarrying	380	380	380	420	450	486	515	546	579
Manufacturing, Service and Repair Trades	380	380	380	420	450	486	515	546	579
Wholesale Distributive Trades	380	380	380	420	450	486	515	546	579
Retail Distributive Trades	330	330	330	370	400	432	458	485	514
Hotel, Catering and Entertainment Trades	380	380	380	420	450	486	515	546	579
Garage, Motor Trades and Road Transport	380	380	380	420	450	486	515	546	579
Retail and Wholesale Night watchmen	320	320	320	350	380	410	435	461	489
Security Guards Employed by Security Companies	380	380	380	420	450	486	515	546	579

Agricultural Sector – P700 per month (2017 November)

Domestic Service Sector – P3.21 per hour (2017 November)

Source: Department of Labour and Social Security



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